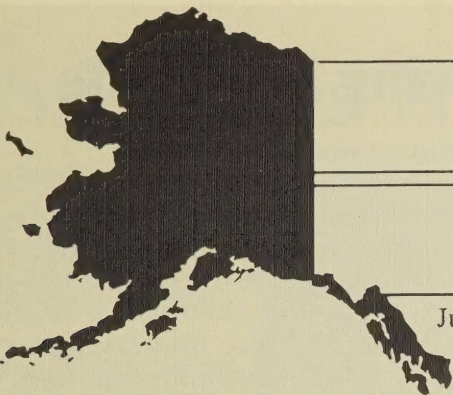


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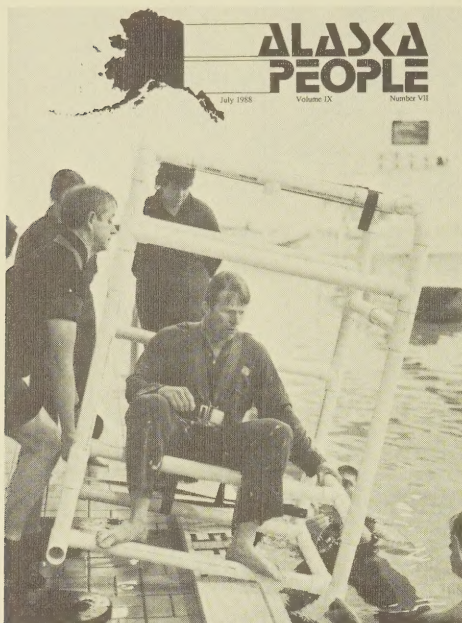
ALASKA PEOPLE

July 1988

Volume IX

Number VII





On the Cover:

This creatively assembled PVC pipe represents a helicopter interior. BLM volunteers are strapped in and thrown in the water - upside down in a realistic simulation of a helicopter crash.

Jack Lewis teaches people from BLM and other agencies the escape techniques to save their lives.

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Steps to Saving Your Life

What do you do if your aircraft crashes in water? Students in Jack Lewis's water safety course recently learned exactly what to do:

Step 1: Remove loose articles such as eye glasses and pencils. Pull down visor.

Step 2: Unplug headset.

Step 3: Grab door handle and crack door.

Step 4: Establish reference point with hand.

Step 5: On contact with the water, count 1001-1005 to let aircraft stabilize.

Step 6: Release seat belt with free hand.

Step 7: Exit inverted aircraft.

"These are the seven basic steps of egressing an inverted aircraft," says water safety course leader Lewis. "So much of Alaska is made up of swamp, tundra, lakes and rivers that your chances of landing in water if your aircraft goes down are

rather high."

Lewis, with the help of Bob Evans, Office of Aircraft Services' Jim Scofield and Elmendorf's Brian Horner, recently led a two-day water safety course which included instructions on: drowning/near water drowning hypothermia; swift water emersion and self-rescue; aircraft water emergencies (ditching); and coastal dangers and raft survival.

After five hours of classroom instruction, the students met at the Elmendorf pool to get hands-on experience in raft and personal floatation devices and in aircraft emersions and extractions. Each student was strapped into a "dunker" which simulates being strapped into the seat of an aircraft. After reciting the seven basic steps, the dunker was pushed into the pool, giving the student a chance to practice the steps underwater.

1988 Alaska BLM Photo Contest

ELIGIBILITY

The contest is open to any current BLM employee or volunteer.

ENTRIES

All entries must be submitted as color slides or as black and white or color prints. Prints must be at least 5x7 inches, and the photographer must be willing to grant BLM permission to use the submissions in future publications and exhibits. Slides and negatives must be made available for duplication if requested by BLM. All entries will be returned. Each contestant will be allowed a maximum of five entries per category.

Subject matter should pertain to one of the following categories:

1. BLM employees at work.
2. Wildlife on the public lands in Alaska.
3. Scenics (must show BLM-administered land in Alaska).
4. Resource use of the public lands in Alaska.

Be sure that your name, mail code

and subject category are included on the back of your entry.

JUDGING FACTORS

Entries will be judged on the basis of technical quality, creativity and ability to further BLM programs. Judging will separate entries by color and black and white.

DEADLINE

All entries should be submitted to AK-912 by October 1, 1988. Winners will be announced in November. For further information contact Ed Bovy, 271-5555.

WINNING ENTRIES

Winning entries will have their photos printed in ALASKA PEOPLE. Last year's contest entries appeared in the February 1988 issue. A traveling exhibit will be prepared to display the photos at the BLM offices and other locations throughout the state. Note: there will be no Washington Office national BLM photo contest this year.

RAPS Guides Native Students

Native high school students wishing to go to college often have a difficult time choosing a career unless they've had actual work experience in different fields.

To help rural Alaskan Native students get that experience, the Bureau of Land Management has initiated a program called the "Resource Apprenticeship Program for Students," or RAPS.

The Arctic District in Fairbanks piloted the program in 1987 by hiring two high school juniors from Barrow and Point Hope. BLM provided the work experience while the Bureau of Indian Affairs paid the airfare to Fairbanks and the cost of room and board as guests of a BLM host family.

The students, Richard Williams and William Okakok spent six weeks interpreting and plotting lake depths on maps; working on archeological excavations, tracing and mapping radio-collared caribou; conducting fish surveys; assisting in locating and evaluating recreation opportunities and learning to enter scientific information into computers. During the past winter, Williams and Okakok visited rural schools with BLM staff members to promote the program.

"The pilot program was a success, and this year BLM has expanded the program to include the U.S. Fish and Wildlife Service and National Park Service," says program coordinator Bob Jones.

The short term goal is to introduce students to various programs in natural resource management while giving them work experience. The long term goal is to develop interest and open up career paths in land and multiple use management.

"This is just the beginning," says Jones. "We hope to



One of the many jobs for the students included painting some picnic tables.

double the number of students next year and include state and private industry sponsors in the program." Jones has made presentations to the Alaska school superintendents, representatives of the Alaska Miners Association, the University of Alaska at Fairbanks, and several oil companies.

"Lining up host families is the hardest part," says Jones. The program is set up to be a two-tier mentoring program designed to mentor on and off the job. The host family provides a wholesome living environment; BLM provides the overview of natural resource activities.

"Someday they may be working side by side with BLM as

Native corporation employees. If we are mentors to them now, they will have better understanding of how government agencies work. We are interested in developing advocates for land management in rural Alaska," says Jones.

The RAPS students are:

Marlene Kawagley (Akiak) and **William Arca** (Unalakleet) at the Anchorage District;

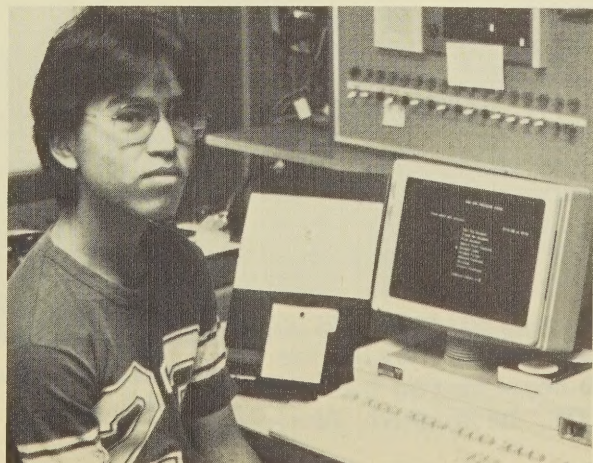
Mitchell Rondeau (Copper Center) and **Darin Gene** (Gakona) at the Glennallen District; **William Okakok** and **Hilda Attungana** (Point Hope), **Michael Neakok** (Point Lay) and **Richard Williams** and **Audrey Brower** (Barrow) at the Arctic District;

Kourak K. Nakah (Kotzebue) at the Kobuk District;

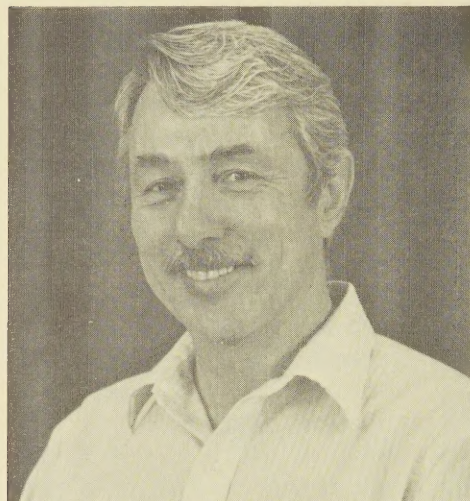
Howard Issac (Tanana Cross), **Alice Snyder** (Anchorage) and **Garfield Katasse** (Sitka) at the National Park Service;

James E. Sears (Point Hope) and **Danny Susook** (Point Lay) at the U.S. Fish and Wildlife Service.

Brian Joe, a sophomore at Glennallen High School, is a year too young to be in the RAPS program. However, a special arrangement with Copper River Association allowed him to work for BLM's Glennallen District this summer. Brian is interested in computer science and would like to go to MIT. No doubt he will RAP with BLM next year!



Zamber to Retire August 1



Gerald Zamber

Jerry Zamber is calling it quits.

The architect of BLM Alaska's progressive training policy, the man who set up the Trans-Alaska pipeline monitoring team, the assistant DM who guided many a newcomer to the Anchorage District, who put his

stamp on projects from environmental impact statements to easement identification programs is about to retire from federal service.

Zamber started with BLM as district fire control officer in Durango, Colo. While in Durango he participated in a seven-month departmental training program in Washington D.C. Zamber came to Alaska in 1966 as an economist planner; in 1969 he coordinated the Trans-Alaska Pipeline Project; and in 1972 he became ADM at Anchorage District.

While at the Anchorage District Zamber led the move to incorporate organizational development in the management of personnel. He encouraged the staff to initiate new programs and developed a reputation for "Zamberizing" programs by finding new ways to improve productivity and process.

In 1982 he was appointed Deputy State Director for Operations, and in 1986 he headed up the newly formed Office of Management, Policy and Budget.

His response to the age old question "**What are you going to do after you retire?**" is as follows;

- spend quality time with my wife and family
- restore four old cars
- spend more time working on pastels, water colors and oils
- design and construct quality jewelry boxes
- work with children
- help people with reading disabilities
- work on and enjoy our Moose River cabin
- golf, fish, hunt and travel
- sell some North Kenai property (any takers?)
- help Lorraine with her dance business
- "What I'm not going to do is:"**
- get up at 5:00 AM
- ever read another manual
- leave Alaska right away (I need to do all of the above listed things first)
- "What I'll miss:"**
- the very, wonderful people I've worked with
- working to help the public.

Tileston Retires

by Jane Mangus

After 30 years of government service, 16 of them with BLM, Jules Tileston retired in June.

For the past two years, Tileston has been coordinating the preparation of the environmental impact statement for the proposed Trans Alaska Gas System (TAGS).

The final document is hot off the press now, and goes to Washington D.C. for approval of the right-of-way grant.

Will he spend all his time just fishing and relaxing? "Not a chance," Tileston said. After 30 years of the federal government, he plans to go into consulting, in the area of permitting.

And will he and his wife stay in Alaska? "Absolutely," he said. "Peg's been elected president of Chugach Electric, and she's told me, 'You can go anyplace you want to- But I'M NOT!'," he laughed. Actu-

ally, Tileston has no desire to leave Alaska. He and Peg have three daughters, all living in Anchorage.

He feels his greatest career accomplishment has been "my direct involvement with about 20 to 25 additions to the national wild and scenic river system and several major EIS's."

One of BLM's 12 original recreation specialists, he joined the Bureau in 1961, served a short time

with the Bureau of Outdoor Recreation, worked in Congress for a year on a Congressional fellowship, then transferred to Alaska in 1972 to work on wild and scenic river studies.

In 1974 he returned to BLM as team leader for the Multimodal Transportation Study, went on to become deputy state director for lands and renewable resources and retired as chief of TAGS.



Russ Hanson presents Jules with an autographed canoe paddle from his friends and fellow employees.

10,000th Set of U.S. Survey Special Instructions Written



Cadastral's Special Instructions and Records Section recently prepared special survey instructions assigning the 10,000th U.S. Survey Number within BLM Alaska. Surveying has come a long ways since the signing of U.S. Survey No. 1 in 1897.

In the late 1800's, Alaska's survey work was contracted out to Deputy Surveyors by the General Land Office (GLO) located in Sitka. A survey crew was generally made up of one or two axemen, a point setter, a

transit man, a crew chief and a cook. Most of the early surveys were for such things as canneries, school reserves, soldiers' additional homesteads, and a few trade and manufacturing sites.

The surveyors traveled to a project on foot, by boat or by mule train and set up a tent camp. Once at the site, they measured the bearing and distance between two survey points with a 66 foot chain and a transit. All brush between the two survey points had to be cut. All calculations for solar observations and area computations were done by hand along with the drafting of the survey plats.

Today's 10,000th U.S. Survey will be surveyed much differently from those early days. Government or contract surveyors fly by helicopter to a site, set up their modern theodolites and electronic distance measuring equipment and use beams of light or electronic signals to measure between two points. Calculations and solar observations are done by modern programmable calculators and computers. Plats which once took surveyors hours and hours of painstaking drafting are now being drawn by computers

on large plotters.

"In spite of modern technology however, we are still digging the hole in the same old way to put a monument in the ground," says Jerry Pinkerton, Chief, Branch of Special Instructions, Records, and Contracts. Surveying in Alaska's bush is still rough in comparison to most jobs today, but much easier than what the early surveyors experienced.

The first 5,000 U.S. Surveys took from 1898 to 1966 to complete; the next 5,000 should be completed by 1989. This is due in part to the use of modern technology but also because the BLM began contracting some of the work out to private survey companies in 1974.

In 1910 the GLO ended all contracted surveys because of the many problems with fraudulent surveys. From then until 1974, only government surveyors surveyed federal land. In recent years BLM is again contracting out millions of dollars in surveys which is helping to speed up the process. Who knows, with the rapid advancement of technology and increase in contracts, maybe the 15,000 mark will be reached in ten years.

Co-op Education at Work

Professor Robert Benbow of Florida A&M receives an orientation to Photogrammetry's Z-2 orthocomp from Photolighographer Dwayne Richardson.

BLM has cooperative education agreements with several colleges and universities which emphasize surveying programs. The co-op students, who spend their summers working for Alaska-BLM, often ask work related questions when they return to college in the fall.

To keep survey instructors up-to-date on survey methods, BLM periodically invites them to spend a summer working with Cadastral. This summer Benbow is receiving an orientation of Cadastral's office operations as well as spending time in the field camps.



Professor Robert Benbow (left) and Dwayne Richardson.

FSS - Where Experience Counts

You can find FSS managing Native fire crews, directing air traffic, or a helicopter base, or several dozers or fire engines, loading cargo, handling fire logistics, planning or resources.

A pool of 20 specialists is assigned to Fairbanks; an additional eighteen are stationed in each of the Galena, Tanana and Upper Yukon Zones. The Fairbanks' FSS serve as a mobile, centralized resource for the use of AFS's three zones and the Alaska Interagency Fire Coordination Center.

The Fairbanks pool is made up of Manager Bob Lee, three squad leaders, and fifteen crew members. A Duty Officer provides continuity to the group by handling statewide assignments, tracing where each specialist and hotshot crew is located..

"We aren't part of a zone so we don't have any turf. When people order us up, it's generally because they are having problems with fires. The last thing they need at that point is to have to train someone to fill a function or to deal with a problem personality," says FSS Leader Corey Doolin.

"We operate under the principle that the best people for any job in a fire organization are those with a strong background from the line," says Lee. Smokejumper, hotshot, helitack and engine crew experience are all represented within the Fairbanks Specialists.

"Knowing what the on-the-ground firefighter is trying to accomplish in the field is critical for all fire overhead and support functions. Experience is the only reliable way of gaining this knowledge. The wider the range of firefighting positions the specialists have in their background, the better," says Lee.

FSS that have accumulated several years of experience are often tapped for primary staff positions on overhead teams which manage the largest and most complex fires.

"To be able to cover this wide range of fire positions, the Fairbanks crew trains intensively both in the class-

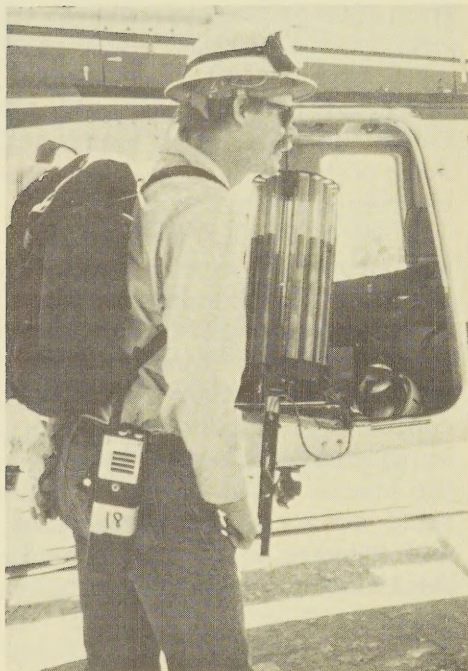
room and physically," says Lee. "Training is our highest non-fire priority."

"We often fill assignments for long periods of time (last year FSS were in the Lower 48 for two months straight). It is essential that we be in top physical condition," says Physical Training (PT) Foreman Ed Gallagher.

Randomly scheduled PT tests are administered throughout the season for running, pull-ups, chinups and situps.

The specialists are also in charge of providing training and orientation, coordinating assignments, and managing fire qualifications for the Fire Familiarization Program (FFP)

"One of the greatest things about working as an FSS is that you can be involved in such a wide variety of jobs within the fire organization. The challenges of being an FSS in Alaska exceed those found in any job in the Lower 48," says Lee.



Corey Doolin prepares to load aerial fusee unit. (photo by Randi Anderson).

smokejumper - the primary initial attack force responding quickly in high speed aircraft to the first report of a wildfire.

hotshot - highly disciplined twenty-person crews specializing in fire line construction and reinforcement.

fire suppression specialist (FSS) - multi-skilled fire fighting specialist used wherever he or she is needed within the state or nationwide when a fire management organization has depleted its resources.



Randi Lenon operating a helibase.

Fire Suppression Specialists

An accountant, a veterinarian, a teacher, a trapper, a chiropractor, a biologist and a forester...what do these folks have in common?...All of them are Alaska Fire Service Fire Suppression Specialists (FSS).

Every spring they come from all over Alaska and throughout the Lower 48 to fight fires for BLM in Alaska.

Why do such talented, interesting and capable people return year after year to fight wildfires? "It's the physical and mental challenge," says Fairbanks FSS Manager Bob Lee. "The long hours, hard work and major obstacles all contribute to an immense feeling of satisfaction that comes when we perform well in our jobs."

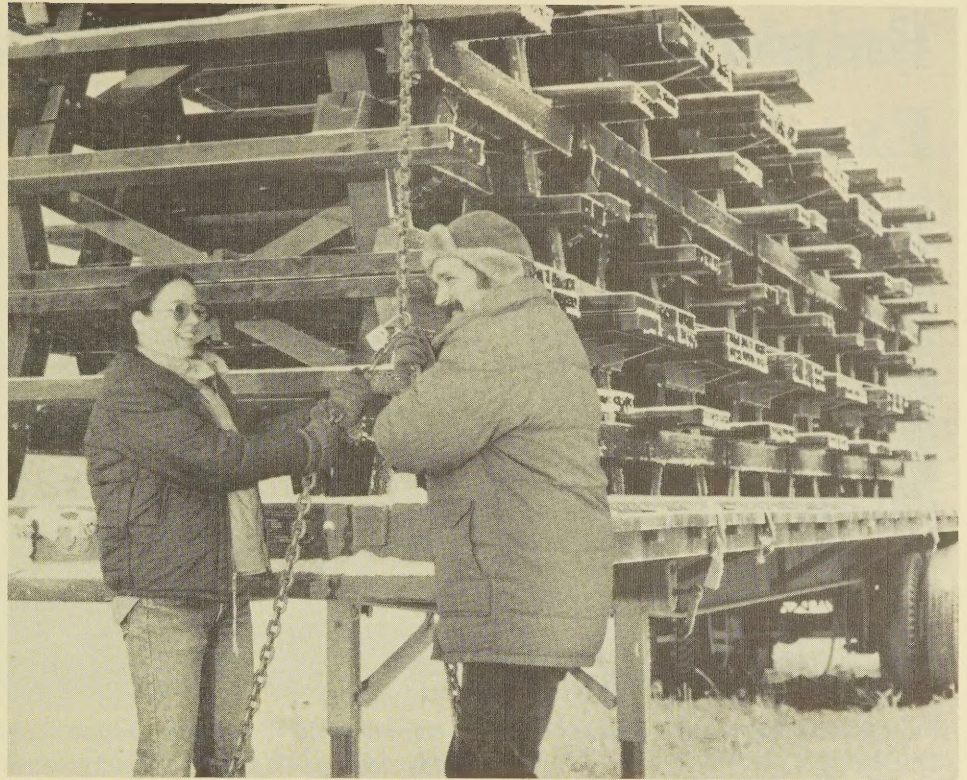
"As an FSS you have to use your head to overcome the tactical and logistical problems that wildfires present, both in Alaska and the Lower 48," says FSS crewmember Randi Anderson.

"Fighting fires, especially as a supervisor or manager, is a unique way to make a living. Working in Alaska and traveling all over the western United States on fire assignments is exotic and especially attractive to someone who enjoys a non-traditional mode of life," Lee adds.

"Fighting fire is generally outdoor work; something that many office workers envy...and they're right, it is better!" says FSS Crewmember Randy Lenon.

A busy fire season produces enough money to finance trips. "I get postcards from our 'world class beach bums' in Fiji, New Zealand, Mexico and the South Seas Islands," says Lee. "I also get cards from our ski bums in Colorado, Wyoming and Europe."

"As the fire season winds down in the fall, it's really exciting listening to everyone make travel plans," says Lee.



TABLES GO INTO HIBERNATION - Volunteer Holli McClain and Landscape Architect Dick Bouts of the Steese/White Mountains recreation staff check the chain securing 30 picnic tables recently completed by the Fairbanks Support Center's carpentry staff. The tables will be driven to the Fortymile area this spring and placed in campsites at the renovated West Fork campground. (Photo by Dan Gullickson)

Meet Volunteer Holli McClain

by Sharon Durgan Wilson

When Holli McClain gets on the subject of spiders and snakes, it brings back a flood of memories about her childhood in West Texas.

"As I grew up, I developed a healthy respect for the critters," says McClain, a volunteer in the Steese/White Mountains District. "They have their territory to protect. I learned to watch where I stepped or sat, and I certainly didn't shove my hand into any hole without checking it out first. That's just part of living down there."

McClain spent many hours camping and exploring the countryside around west Texas and New Mexico. After she achieved the highest rank in Girl Scouts, she trained leaders and took older girls on backpacking trips. A college degree in recreation just naturally followed.

After earning a bachelor's degree in park administration in 1981 from Texas Technical University, McClain held a variety of summer jobs with several federal agencies, including three summers in the Fortymile area with BLM.

Last fall, McClain volunteered to develop a prospectus for an interpretive program for the Fortymile River area. Her thorough knowledge of the area, combined with the interpretive training she received in college, is serving both BLM and McClain well. "The prospectus outlines what interpretive displays are needed in the Fortymile area and along the Taylor Highway, and why."

As a volunteer, McClain has initiated the paperwork that may lead to the first formal interpretation program in northern Alaska.

Employee Excellence Seminar is a Resounding Success

"On a scale of one to ten, BLM Alaska's first Employee Excellence Seminar rated closer to a 12, if feedback from the 30 graduates is any indication," says coordinator Patty Tengberg.

"In my more than five years with the Bureau," read one participant's evaluation, "I've never attended a better course."

Employee Excellence was held at the Anchorage International Airport Inn during the last week of May. "It is open to any BLMer," says Tengberg, "but priority is given to employees with less than four years in BLM."

"It's primary objective," says Tengberg, "is to help employees see how they fit into the organization and how they can contribute most effectively to the agency's mission."

Most modules were presented by members of the Alaska Management Team. The seminar opened with a historical grounding; then participants took part in a variety of activities designed to increase their knowledge of how the agency handles current critical land management issues. They have an opportunity to learn about Bureau careers and to make significant self-discoveries through participation in various individual and group exercises.

"The four and a half day seminar is the second phase of a seven-phase

career development program which should be fully implemented BLM-wide by FY-91," says Tengberg.

Phase one, a basic orientation session for new employees, will be in place in Alaska this fall. Phases five, six and seven are already in place and are designed for middle managers and those in the Senior Executive Service.

Still to be implemented, are phases three and four which are designed specifically for journeyman level employees with three to ten years of BLM service.

Phase three, the BLM Careerist, will be an interdisciplinary program of self-study. Its intent will be to enhance employee performance by providing a more in-depth look at other BLM programs and how they relate to the employee's specialty area.

Phase four, Professional Development, will provide training opportunities to enhance skills and knowledge within the employee's specialty area.

Storm Blows Over to the Forest Service



Joette Storm

by Danielle Allen

The Chugach National Forest can be sure of at least one thing... It will be getting one of BLM's best when Joette Storm takes her place on its management team later this month.

As its public affairs officer, she will be doing for the Forest what she has

done for BLM the past fifteen years, public affairs work.

Storm spent most of those years at the Anchorage District, keeping district managers Dick Tindall and Wayne Boden out of trouble. "Getting things done" could probably be her middle name.

Storm's ability to flesh out the facts probably comes from her training as a reporter. The news room of the Chicago Tribune was her home for two years after she graduated from the University of Illinois with a B.S. in journalism. She and fellow reporter Gene Storm took a liking to each other, ended up married and chose to take their journalistic talents to Alaska.

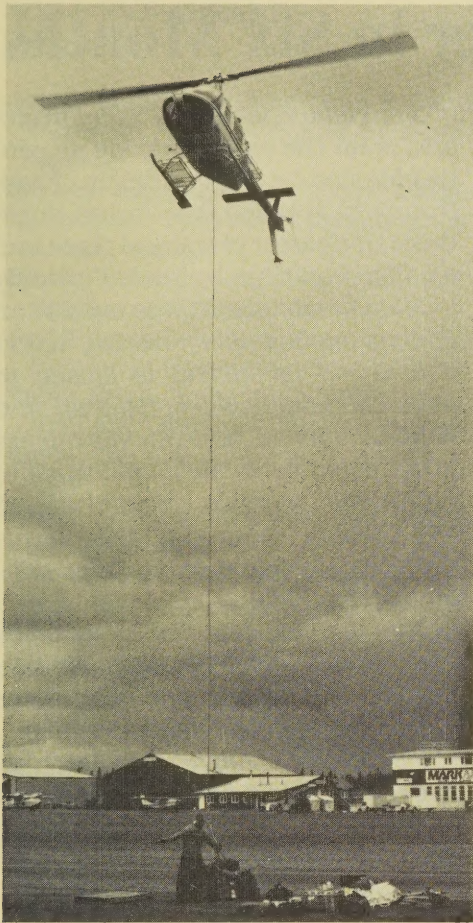
After reporting for the Anchorage Times and operating her own public affairs business she came to the BLM Alaska State Office in 1973. Ready for a new challenge and three months pregnant she became ADO's first PAO in August 1974.

Although she has many accomplishments to her credit, she is best known for initiating BLM's exposure to environmental education. She helped a young Les Rosenkrance (now associate state director) with the first Outdoor Week in 1975. Outdoor Week, now in its 14th year, teaches sixth graders about their environment and the earth's resources at the BLM's Campbell Tract.

Storm has tirelessly donated her time to the Girl Scouts, Alaska Center for Resource Education, and the Conflict Resolution Center. She received the federal employee of the year award in 1983 for her community efforts.

With 14 years of public affairs plans, VIP tours, mediation sessions, environmental workshops, dealing with the press, and handling one crisis after another, Storm is ready for the new challenge.

Fueling the Federal Agencies



(left) Setting up a remote fuel site involves detailed planning. These supplies were chartered in by Argosy to Dillingham, then flown by helicopter to Aleknagik.

(above) Larry Peterson puts the finishing touches on a new 5,000 gallon gas station for BLM survey crew helicopters.

"There are very few places in Alaska I haven't been to," says Fu-eler/Loadmaster Larry Peterson. John Pulling, Carl Thorpe and Peterson are three of a handful of full-time BLM fueler/loadmasters who travel to the farthest reaches of the state setting up fuel sites and delivering cargo.

In a state that depends almost solely on aviation to deliver cargo and provide transportation, the opportunity for them to see areas most Alaskans never see is golden. Whether it's the Pribilof Islands or Little Diomedede bordering the International Date Line, the North Slope or the Aleutian Chain, they've been there.

Their fascinating stories abound..."last year we barged 150,000 tons of survey camp gear across Kachemack Bay to Port Graham...a few years ago we hauled a helicopter into the Pribilofs...one time we barged 5,000 gallons of

aviation fuel into Nuka Bay on a high tide and raced to tow the fuel rollagons to the fuel site with a Bombadier before the tide went out...up until last year we flew rollagons into Lake Clark then towed them across the lake with a boat"... the stories go on and on.

"One of the coldest trips was to Cape Lisburne in February," says Peterson. We had to set up two fuel sites for a U.S. Fish and Wildlife polar bear tracking, tranquilizing and collaring project. The temperature was minus 15 degrees and the wind blew 40 miles per hour. It had to have been the coldest place on earth."

What originally was mostly a BLM survey and fire operation has been expanded to include work for the U.S. Geological Service, Forest Service, Bureau of Indian Affairs, National Park Service, Fish and Wildlife Service, Public Health Service, Bureau of Mines, State of Alaska

and other agencies.

Support Services Supervisor Mike Rose works out the logistics. "Often times we sit in Rose's office and brainstorm how to best fill a request to fuel or supply a remote site," says Peterson. "No two operations are exactly the same".

Many of the requests come to Rose through the Office of Aircraft Services (OAS) which arranges for the needed aircraft. "BLM has the most extensive fuel support capability among the federal agencies in Alaska," says Rose. "We primarily setup remote fueling sites in areas where there's no commercial fuel supply. Working together with all the agencies is cost efficient and avoids a duplication of services. For instance we can drop off fuel for the Park Service at Port Alsworth on a cargo haul to Dillingham for BLM, then continue on to Bethel or another location to accommodate any other agency requirements.

From Secretary to Refuge Manager in Six Months



Lynn Denlinger

In December 1987, Lynn Denlinger joined BLM as a secretary for the Division of Conveyances. This month she becomes refuge manager for Tern Island 550 miles northwest of Honolulu.

Denlinger's dual degrees in zoology and botany and wide variety of work experience make her well equipped for the job. From 1982-85, she spent three years as a Peace Corps volunteer in Kenya, East Africa helping villagers setup fish farms. "Working in Africa was one of the best experiences of my life," says Denlinger. "I loved it over there!"

As refuge manager, she and one other full-time refuge manager will be researching the rare and endangered Monk Seal and Sea Turtle as well as studying 40 species of sea-birds. Their research will include egg, fledgling and species counts, and bird banding.

"Tern Island is only 37 acres in size and is on the same latitude as central Mexico," says Denlinger. From Honolulu it takes four hours to get there by charter plane and three and a half to four days by boat. Formerly a Coast Guard site, it was used as an airstrip by the Navy during World War II. "The island is closed to public access, however the Fish and Wildlife Service accepts volunteers to do research on the island in six to eight week intervals. "Part of my job will include managing the volunteers and keeping everything running," she added.

"The job will last for 18 months after which the Fish and Wildlife Service will place me elsewhere within the agency," says Denlinger.

"I've really enjoyed working at BLM. The people are really nice and BLM has been very helpful in getting me a job for which I'm trained."

Position Classification and Position Management Go Hand and Hand

by Connie Teffeteller

So...it's time to write a position description. Most people view this as a "pain in the neck," but it doesn't have to be.

The Classification Section in the Branch of Human Resource Management works with all levels of our organization to maintain equal pay for jobs of substantially equal difficulty, complexity, and qualifications.

Classification principles are fixed by law, and follow a chain of delegation within the agency. Classification determinations are based on the duties and responsibilities assigned by the manager. Managers are responsible for position manage-

ment and rely on classification specialists for assistance in carrying out the program requirements, and providing advice on position structure.

When developing a new position, or redesigning an existing position, begin with a description of the work to be accomplished, how it will be assigned and the qualifications necessary to perform it. This allows the manager and classifier to review the duties in line with the rest of the organization; identify potential alternatives; and consider actions that will improve or strengthen the position.

After completion of the position description, a comparison to classification standards for grade level,

and series assignment is in order.

The Alaska State Office has maintained a positive standing in the Bureau in the area of position management. Position management indicators, such as average grade, reduction of positions above GS-11 and supervisory/employee ratios, demonstrate our positive results in achieving position management goals. With continued coordination we can easily achieve sound classification action and continued enhancement of position management goals.

If you have questions about position management, please contact me or Don Pino at 271-5043.

WELCOME ABOARD

June 1988

James Huber, Student Trainee (Land Surveyor) ASO Division of Cadastral Survey

Michael Harmening, Student Trainee (Land Surveyor) ASO Division of Cadastral Survey

Barton Stone, Land Surveyor, ASO Division of Cadastral Survey

Jeff Nelson, Land Law Examiner, ASO Division of Conveyance Management

Robin Bush, Personnel Staffing Assistant, ASO Division of Support Services

Kayla Copeland, Clerical Assistant, AFS

Murry Taylor, Forestry Technician (Smokejumper), AFS

Irene Collie, Computer Program Analyst, ASO Division of Support Services

Michael Roos, Forestry Technician (Smokejumper), AFS

Cinco de Mayo Big Sucess

by Ann Adams



The two amigos... State Director Mike Penfold (left) and Associate State Director Les Rosenkrance.

Cinco de Mayo, one of the great days of Mexican history, is the anniversary of the 1862 Battle of Puebla in which Mexican forces defeated the French invaders.

To help celebrate this event, BLM, FWS and IMAGE hosted a no-host bar and Mexican buffet Cinco de Mayo celebration at the Elmendorf AFB NCO Club.

Superior Court Judge Rene Gonzales was speaker; 'Mexican Ranchero' Mike Penfold officiated as Master of Ceremonies; and entertainment was supplied mostly by BLM employees. (above) SD Mike Penfold and ASD Les Rosenkrance in full Mexican garb.

MOVING ON

June 1988

Don Liddle, Student Trainee (Land Surveyor) ASO Division of Cadastral Survey

Tom Noble, Land Surveyor, ASO Division of Cadastral Survey

Jules Tileston, TAGS Project Coordinator, ASO Division of Mineral Resources

Margaret Jensen, Supervisor Realty Specialist, Anchorage District

Helen Hankins, Supervisory Physical Scientist, Anchorage District

Rita Close, Cartographic Technician, ASO Division of Support Services

Phyllis Kanyer, Cartographic Technician, ASO Division of Support Services

Cora Williams, Clerk Typist, Steese/White Mountain District

Darrell Boggess, Computer Programmer, ASO Division of Support Services

On-the-Spot-Cash Award

Cathy Cornett, Clerk-Typist, ASO Division of Support Services

Bill Hale, Cartographic Technician, ASO Division of Support Services

Phyllis Kayner, Cartographic Technician, ASO Division of Support Services

Carrie Hicks, Cartographic Technician, ASO Division of Support Services

Laura Wood, Cartographic Technician, ASO Division of Support Services

Steve Sandy, Warehouse Worker, ASO Division of Support Services

Ruth Stockie, Management Analyst, ASO Office of Management, Policy & Budget

Maxcell Graves, Bindery Machine Operator, ASO Division of Support Services

Bruce Giffen, Geologist, Anchorage District Office

Linda Mowatt, Miscellaneous Documents Clerk, ASO Division of Conveyance Management

Merrie Johnson, Forestry Technician, ASO Division of Support Services

Linda Jeffers-McClelland, Computer Assistant, ASO Division of Support Services

Karon Tew, Computer Assistant, ASO Division of Support Services

Suvina Guivers, Computer Clerk, ASO Division of Support Services

Gary Jamieson, Computer Programmer, ASO Division of Support Services

Sustained Superior Performance Award

Elaine Barankiewicz, Secretary to the State Director

Length of Service Award**10-Year Pin**

Patricia Olson, Motor Vehicle Operator, Fairbanks Support Center

Joseph Burns, Land Surveyor, ASO Division of Cadastral Survey

Ramona Chin, Supervisory Land Law Examiner, ASO Division of Conveyance Management

Orrin Frederick, Land Surveyor, ASO Division of Cadastral Survey

Anthony Lacavera, Land Surveyor, ASO Division of Cadastral Survey

20-Year Pin

Bobby Hollis, Land Technician, ASO Division of Cadastral Survey

Applause

Mary Zeiher is New Acting EEO Chief



Mary Zeiher

EEO Chief Bob Jones has been appointed BLM Alaska's full-time Resource Apprenticeship Program for Students (RAPS) Coordinator for one year. Filling in for Jones as acting EEO chief is former Supervisory Personnel Staffing Specialist Mary Zeiher.

"In the coming year we will be working toward increasing organizational participation in EEO's Affirmative Employment Program and Special Emphasis Programs (SEP)," says Zeiher. On August 24-25, EEO will offer a two-day Special Emphasis Program Workshop for employees currently on committees and anyone else interested in participating in SEPs.

"In coordination with the Branch of Human Resource Management we will be developing a variety of activities based on the needs of the organization.

"I am looking forward to a fulfilling and challenging year," Zeiher added.

Workwise or Otherwise

Senator Stevens's request for \$5.5 million to build a new smokejumper parachute loft, an operations office and a messhall at the Alaska Fire Service on Fort Wainwright has been approved.

Glennallen's **Jeff Shryer** is enroute to a 30-month Peace Corps stint in Botswana, Africa. He will be designing campground facilities in a game refuge being developed by the Botswana government.

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